



# Strategic Plan

2017 - 2020

Lumen Christi College  
Strategic Plan 2017 - 2020





**“We should be shining lamps,  
giving light to all around us.”**

**Catherine McAuley**  
Foundress of the Sisters of Mercy

## Principal's Message

It is with pleasure that I present our Strategic Plan 2017 – 2020 which will guide the next stage of our journey. Lumen Christi College is a Catholic College for young men and women located in the suburb of Martin in the foothills of Perth.

With nearly 1000 Students from Year 7 through to Year 12, the College continues to respond to the growing demand of families from within our local parishes and from the rapidly expanding surrounding areas.

Our College name, Lumen Christi – ‘The Light of Christ’ calls us, individually and as a Community, to be beacons of good news. That is, people who help make God known and present in our world today through our words and deeds – people who are a ‘light for others’, serving as school and Community leaders and acting as agents of change to create a more just society.

To do this the College places emphasis on the pastoral care of Students and on creating an environment that allows Students to feel safe and experience a sense of belonging.

This then allows Students to be challenged to strive for personal excellence and to discover and develop their talents not only for themselves, but for the service of others. The College Staff are wonderful role models and are critical in creating this positive learning environment.

Lumen Christi offers a wide range of quality educational opportunities and prides itself on providing ‘something for everyone’ be it pathways to University, vocational education and training programs or catering for Students with special learning needs.

The curriculum programs are current, utilise the latest technology and respond to emerging trends in education and the ever changing demands of our modern world.

In formulating this Strategic Plan, the School Leadership Team and the College Board have undertaken a thorough and inclusive process.

Through this process we have assessed how well we are going as a College, identified emerging challenges and discussed new trends and opportunities likely to be faced in the future.

This Plan is organised around four key elements established by the Catholic Education Commission of Western Australia (CECWA) – Learning, Engagement, Accountability and Discipleship (LEAD). The Plan is designed to align with our own ‘Guiding Lights’ – our core values and reminders of our Mission.

The Plan outlines the College’s strategic priorities for the next four years and the outcomes against which future performance will be measured.

These priorities ultimately will advance the mission of the College, build on our strengths and meet the challenges of the future.

We look forward to continuing to work in partnership with Parents as we embark on this plan and continue our tradition of providing an outstanding Catholic education in the Eastern suburbs of Perth.

**Darren O’Neill**  
*Principal*



Jesus again spoke to them, saying,  
 “I am the Light of the world;  
 he who follows me will not  
 walk in the darkness,  
 but will have the Light of life”

John 8:12

## Our Mission

The Lumen Christi College journey starts with our mission.

It is enduring and declares our core purpose as a College.

It serves as the standard against which we consider our actions and our decisions.

Therefore, with a commitment to providing quality experiences, rich learning opportunities and drawing inspiration from our College name – Lumen Christi – the Light of Christ, our mission is to:

**Form resilient young men and women with a passion to learn and to be a light for others.**

## Our Guiding Lights

Our Guiding Lights underpin our mission and are a daily reminder of the way that we will approach our daily teaching and learning.

We are called to be a:

- **Light of Faith**  
To have an optimistic faith and to appreciate and be good stewards of the blessings of life.
- **Light of Excellence**  
We are challenged to shine, to develop our gifts, to achieve our personal best and to share our talents for the benefit of others.
- **Light of Welcome**  
We are challenged to welcome, to develop an inclusive Community and to be a safe place where all are known and belong.
- **Light of Example**  
We are challenged to lead, to demonstrate respect, understanding and compassion for others and to make a difference.
- **Light of Creativity**  
We are challenged to value ideas, to explore possibilities, to have an optimistic faith and to appreciate diversity.

## Our Strengths

We are focused on maintaining our excellent name which has been built on our strengths of:

- Being a place of faith, welcome and inclusivity
- Knowing and caring for our Students
- Being committed to our faith and personal excellence
- Providing rich opportunities and a diverse curriculum





Be a Light of Excellence

## Learning

### Goals

The outcomes we seek are:

- A culture of academic rigour and challenge
- Increased student engagement in their own learning
- Higher levels of student achievement

### Strategies to Achieve

1. Use student data to identify learning issues as early as possible.
2. Establish intervention programs to meet individual student need – support programs for Students experiencing difficulty and extension programs for high achieving Students.
3. Implement a consistent school-wide approach to the teaching of Literacy and Numeracy.
4. Expand use of problem solving strategies and critical thinking techniques in the Year 7 to 9 learning program.
5. Increase the opportunities for collaboration and creative thought in the Year 7 to 9 learning program.
6. Establish a consistent school-wide approach to increasing the resiliency of Students and their level of confidence in their ability to learn.
7. Establish a consistent school-wide structure and intensity for the delivery of lessons in Year 10 to 12.
8. Review the College calendar of events and the timetable to minimise interruptions and maximise the time available for teaching.

### Key Success Measures

- **NAPLAN**  
Student gains from Year 7 - Year 9 increase
- **Online Literacy & Numeracy Assessment (OLNA)**  
Percentage of Year 10 Students achieving OLNA increases
- **School Climate Survey (Students)**  
Student confidence in their learning increases
- **WACE Performance**  
33 percent of Students are placed in the top tricile for each Year 12 course
- **VET Pathways to TAFE and Employment**  
continue to be strong (Year 12 destination data)

### Light of Excellence

We are challenged to shine, to develop our gifts, to achieve our personal best and to share our talents for the benefit of others.



Be a Light of Example

## Engagement

### Goals

The outcomes we seek are:

- Increased teaching quality and consistency
- Increased Parental involvement in their child's learning
- Growth of leaders through learning

### Strategies to Achieve

1. Enable and support increased opportunities for the professional growth of Staff.
2. Provide time and structured opportunities for teaching Staff to evaluate the effectiveness of their teaching, receive constructive feedback and use this feedback to make adjustments to practice.
3. Provide time and structured opportunities to recognise effective practice and share these more broadly with colleagues.
4. Develop middle leaders in the College to model, lead and support their colleagues in striving for personal excellence in their teaching practice.
5. Increase Staff use of technology that raises Parental engagement in their child's learning and understanding of their academic progress.
6. Establish Parent forums on topics linking to their needs, through the Parents & Friends Association.
7. Provide opportunities for Parents and alumni to become and remain active members of the College Community.

### Key Success Measures

- **School Climate Survey (Staff)**  
Increase in Learning measure and Staff perceptions of professional growth opportunities
- **School Climate Survey (Parents)**  
Increase in Parental engagement
- **Information Evenings and Parent/Teacher meetings**  
Attendance is strong
- **Professional Development**  
A comprehensive program for Staff growth and development is implemented

### Light of Example

We are challenged to lead, to demonstrate respect, understanding and compassion for others and to make a difference.





## Stewardship

### Goals

The outcomes we seek are:

- Strong enrolment of new Students and retention of existing Students
- A Community that continues to be inclusive and welcoming
- Good governance and resource allocation to advance our mission

### Strategies to Achieve

1. Prioritise within annual budgets the foci in this plan – meeting individual student needs, Literacy and Numeracy intervention, Staff professional learning and ongoing development of Staff.
2. Develop a plan to increase Community knowledge of the strengths and achievements of the College.
3. Hold exit interviews to obtain feedback on where the College is not achieving the desired outcomes articulated in this plan.
4. Plan for continued upgrades to classrooms, grounds and Staff facilities ensuring spaces are contemporary, attractive and conducive to learning.

### Key Success Measures

- **Annual budgets**  
Indicate measurable increases in the resourcing of foci
- **Enrolments continue to be strong**  
Greater than 1000 in total; consistently enrolling 190 Students at Year 7; retention of at least 85 percent of Students from Year 10 to Year 12
- **Student and Staff feedback**  
Indicates learning spaces are contemporary, attractive and support teaching and learning
- **Marketing and Communication Plan**  
Develop and implemented
- **Enrolment interviews with Parents**  
Indicate that the strengths and accomplishments of the College are known

### Light of Welcome

We are challenged to welcome, to develop an inclusive Community and to be a safe place where all are known and belong.



Be a Light of Faith

## Discipleship

### Goals

The outcomes we seek are:

- Ongoing support for personal faith development
- Understanding of the College mission and Guiding Lights
- Passion and commitment to service of those less fortunate

### Strategies to Achieve

1. Promote a strong understanding of the new College mission and Guiding Lights.
2. Review and revitalise retreat programs for Students and Staff.
3. Continue to develop opportunities for Students, Staff and Parents to meet the needs of those in the Community through Christian service.
4. Review and enact the College Evangelisation Plan.
5. Increase outreach to the various multicultural groups in the Community.
6. Promote the strengths of Lumen Christi College as the 'first choice' for secondary education in the region.

### Key Success Measures

- **School Climate Survey (Parents & Students)**  
Catholic culture items continue to be viewed strongly (greater than 80 percent of responses are favourable)
- **Christian Service**  
At least one Christian Service learning opportunity per year is provided for Students and Staff
- **Reflection**  
Student and Staff retreat programs are reviewed and updated
- **Demographic**  
College demographic continues to reflect that of the broader South East region

### Light of Faith

To have an optimistic faith and to appreciate and be good stewards of the blessings of life.



Be a Light of Creativity



**Light of Creativity**

We are challenged to value ideas, to explore possibilities, to have an optimistic faith and to appreciate diversity.

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